

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, July 21, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 17; Side B, 001 – EOT
18; Side A, 001 – 691

PRESENT: Supervisor Cesarz, *Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor Coggs-Jones was not present at the time of roll call but appeared later in the meeting.

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 17/B-48 Chairman Schmitt posed a question as to when the reallocations will be implemented. Mr. McDowell indicated that they would go into effect the last pay period of July.

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (Additional information to be distributed at the meeting.)**

APPEARANCES:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)
Kelly Nesemann, Project Manager, Ceridian
Linda Seemeyer, Director, Department of Administrative Services

18/A-408 Mr. Morris highlighted the significant changes that have occurred since last month's report. He stated that the time and attendance system (CTA) has gone from yellow to green. They are on target to conduct the pilot for that system. Customizations have gone from yellow to red. The customizations are areas that have been previously identified, accounted for in the initial contract negotiations with Ceridian, and do not require additional funding. Their purpose is to allow Milwaukee County to process data in the same manner as processing the data with the GENESYS System.

18/A-438 Ms. Seemeyer identified problematic areas of the project, which are data conversion, customizations, and pilots. She stated that communication with the various departments is very important, so key people in each department have been chosen to basically be the point person for contact purposes.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 18/A-576 Mr. McDowell stated that they are moving ahead and finding out, in terms of retraining employees, some of the things that will change their jobs. He indicated that there has been no identification of elimination of any positions at this point. The conversion from GENESYS to Ceridian will just affect the way employees will be doing their jobs. Classifications may change down the road. Mr. McDowell stated that right now, training is the main focus.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 05-353 (a) An adopted resolution by Supervisors Devine, Johnson, Broderick and Dimitrijevic, authorizing and directing a review of the number of managerial positions and the ratio of manager to worker positions within each department. **(PRELIMINARY REPORT FROM DAS – INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Steve Agostini, Fiscal & Budget Administrator, DAS
Supervisor Dan Devine, 17th District

- 18/A-599 Mr. Agostini informed the Committee that he and Supervisor Devine met to discuss what the appropriate format for this type of report should be. Because of formatting issues, they agreed it made sense to create a test document rather than a finished product to ensure the report contained the information wanted and needed in a format that was acceptable. He stated that pending where the Committee as a body is with this preliminary report, he would then come back with a finalized report. Mr. Agostini indicated that the document the Committee has before them today is a work in progress, and the final report will be included in the overall budget.
- 18/A-609 Supervisor Devine addressed the Committee and confirmed what Mr. Agostini previously stated. He continued by reviewing the report in detail. Supervisor Devine covered the chart explaining the various columns and what the information contained therein represented.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

6. 06-P-02 From Corporation Counsel and Employee Health Insurance Work Group, submitting a report on Employee Health Insurance. **(Also to the Committee on Finance and Audit) (INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

William Domina, Corporation Counsel

Stuart Piltch, Consultant, Cambridge and Associates Advisory Group

- 17/B-92 Mr. Domina explained that the report submitted reveals a discussion that has been occurring over the last several weeks internally and externally analyzing the health care model that was adopted by the County effective January 1, 2006, in a contract with WPS. He stated that it became very apparent during the course of the year that the expected savings that was budgeted for in that model were not being realized, which triggered an analysis. A work group was formed between Corporation Counsel, Department of Administrative Services, Human Resources, Department of Audit, and County Board staff representatives to discuss the change and what the best course of action would be for the County in order to realize the maximum health savings.

Mr. Domina indicated that the major recommendation from the workgroup is to convert the model back to what it was prior to January 1, 2006, when the County was a self-insured organization. The use of stop-loss insurance should control the County's risk. At the same time, the County would gain significant health care savings. This would place this year's budget back on track. Mr. Domina continued by touching base upon the other recommendations provided in the report including the maintenance of the existing agreement with WPS. He stated that all changes discussed would be retroactive to January 1, 2006, so any savings from the change of the model would be effective for this year, which would help the budget. None of the recommendations made would affect co-pays, deductibles, or premiums. Mr. Domina indicated that there is no change in plan design. It is simply a contractual change between the County and WPS relative to the assessment of risk.

Questions and comments ensued.

SCHEDULED ITEMS:

The following people appeared and expressed their concerns regarding the subject item:

Ms. Marilyn Mayr

Mr. Kenneth Loeffel

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

7. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

18/A-683 ***ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #7 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:00 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Charles McDowell, Director, Human Resources, DAS

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

Kelly Nesemann, Project Manager, Ceridian

Linda Seemeyer, Director, Department of Administrative Services

Steve Agostini, Fiscal & Budget Administrator, DAS

William Domina, Corporation Counsel

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 12:30 p.m.

Adjourned,



Committee Clerk

Committee on Personnel